

**WHITE HOUSE INITIATIVE  
ON EDUCATIONAL EXCELLENCE FOR HISPANICS  
HISPANIC TEACHER RECRUITMENT  
WEBINAR  
AUGUST 20<sup>TH</sup>, 2014**



# **Recruiting, Preparing, and Retaining Latino Teachers**

## **White House Initiative on Educational Excellence for Hispanics Webinar**

**August 20, 2014  
2-3:10pm (Eastern)**



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## Deliberate Plan of Action

- Given the acute shortage of minority teachers in the profession across the nation and critical shortage areas, **requires a plan of action** that *recruits, prepares and retains* Latino, African American, & other minority, military retirees, career-changers, and other low-income college students.
- Such plan addresses gate-keeping mechanisms (coursework, financial, high-stake testing, personal barriers) and provides the infrastructure within a learning communities to ensure retention in college (Flores, Claeys, & Willis, 2006) and in the profession (Flores, Hernández, García, & Claeys, 2011).

# Teacher Recruitment Efforts

- Early recruitment programs (High School)
- Articulation agreements between two- and four-year colleges
- Career ladder programs for paraprofessionals
- Multiple routes to certification
- Project Alianza: US Resident-*Normalistas*/normal teachers (Flores & Clark, 2002)
- Dreamers vs. Foreign Teachers
- Teach for America
- Financial Incentives

# ATE Components



**School Partnerships**



**Faculty Development**



**Learning Community**



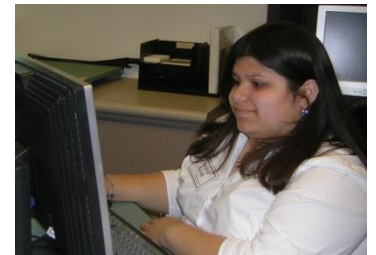
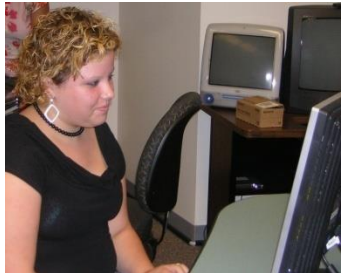
**Research**



**Communities of Practice**

# TEACHER ACADEMY LEARNING COMMUNITIES

- **Academic, Psychosocial, & Personal Support**
  - **Reduce Gatekeeping Mechanisms**
    - Attend to Academic Gaps
  - **Identity Development**
    - Personal to Professional
  - **Increased Engagement**
    - Goal Commitment
  - **Reduced Stress**
    - dealing with different role expectations,
    - first-generation issues--isolation
    - juggling responsibilities
    - guilty feelings of leaving or “neglecting” the family to pursue individual goals





# Communities of Practice

- Professional Development
- Individual & Small Group Mentoring
- Induction commencing in professional/senior year
- E-mentoring CofP



# Institutional Transformation & Community Engagement

## Faculty Development

- Professional Development
- Research Support
- Research Seminars

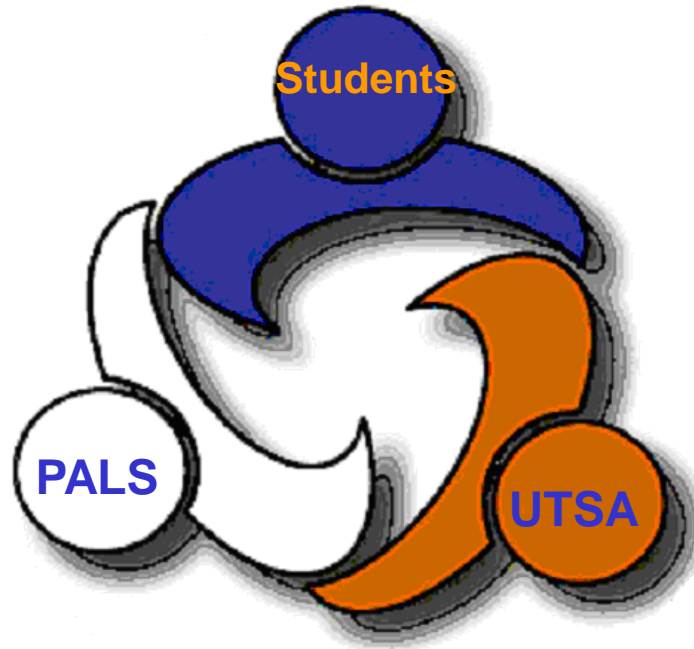


## Partnership Advisory Leadership Stakeholders (PALS)





# Making It Happen Requires a Coordinated Approach



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# RECRUITING, PREPARING, AND RETAINING LATINO TEACHERS

WHITE HOUSE INITIATIVE ON EDUCATIONAL  
EXCELLENCE FOR HISPANICS WEBINAR



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August 20, 2014

# Dual Language and English Learner Education Department (click [here](#))

## □ Mission

- ▣ To prepare bilingual teachers, administrators, and other educators who are reflective and transformational practitioners
- ▣ To prepare educators to work with ethnically and linguistically diverse learners through collaboration with schools, families and community



# Need and Context

## California

- ❑ 1 in 5 persons in the U.S. speaks a language other than English at home
- ❑ Over 20% English Learners and of these students 84% are Spanish native speakers
- ❑ 8.5% of professionals serving English Learners are bilingual and of these professionals 2.2% hold a bilingual credential
- ❑ 306 Two Way Immersion programs
- ❑ Seal of Biliteracy

## San Diego

- ❑ U.S.-Mexico border city
- ❑ Over 65 Dual Language Immersion programs and growing
- ❑ Over 70% English Learners in one San Diego school district
- ❑ SDSU is a designated Hispanic Serving Institution
- ❑ For example: 95% Latino students in the bilingual credential program; 60% of these students are native Spanish speakers

# Recruitment

## Strategies...

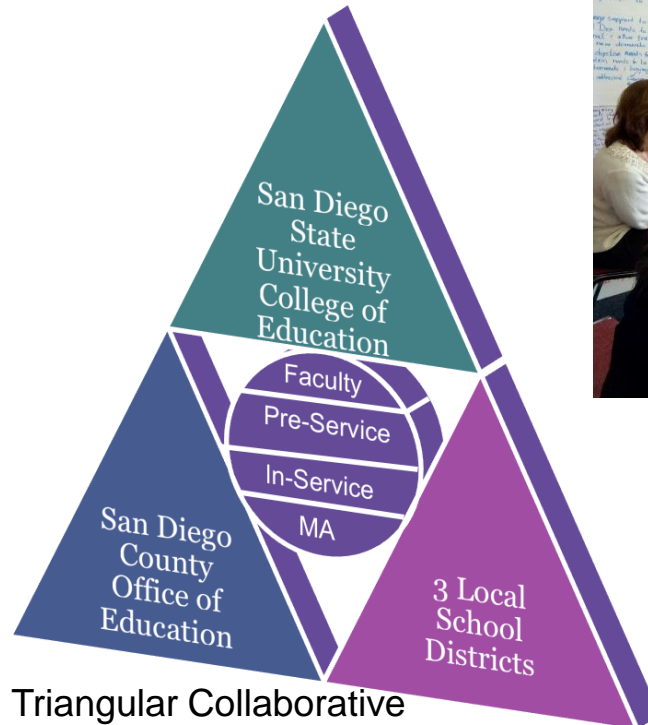
- Reciprocal relationships
- Community and University continuity
- Career ladder
- Test-preparation and navigating the University bureaucracy
- Academic advising and vision planning *for action*
- Mentoring



## ...And Substance

- Quality Dual Language programs with financial support
  - ▣ Bilingual Credential
  - ▣ Certificate
  - ▣ Master's
- Only stand alone bilingual credential program in CA; not an “add-on” credential
- Professors with high academic Spanish, research expertise and cultural competence
- Local and out-of-state demand for bilingual credential teachers

# Project CORE (click [here](#))



Triangular Collaborative Model of Professional Development



Stakeholder's Retreat



Pre-service Teachers work with Common Core en Español at an all day institute

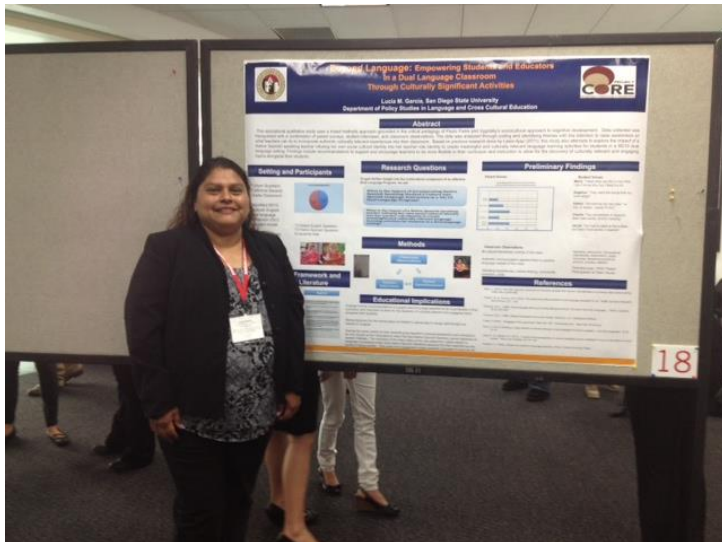


In-service Teacher presents action research



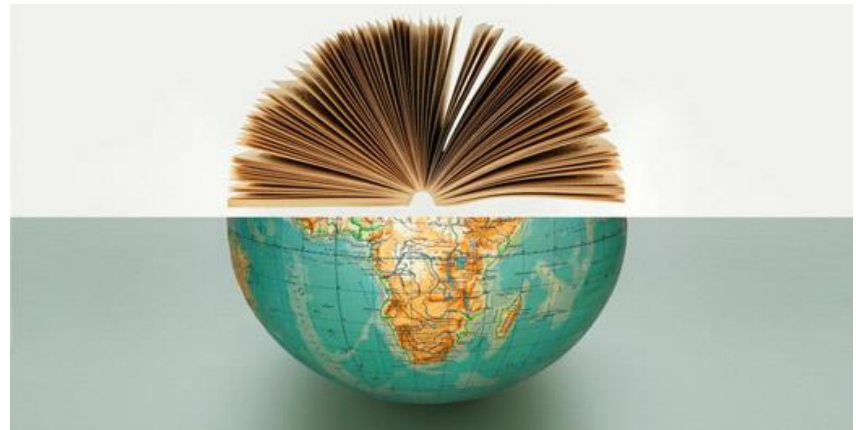
# Online Certificate Programs (click [here](#))

- Dual Language for Academic Literacy
- English Language Development for Academic Literacy
- MA pathway
- Focus on effective, standards-aligned instructional design for bilingual learners in biliteracy and/or English-only school settings



# Establishing Teacher Education Programs with A Critical Perspective

- Provide students with opportunities to
  - ▣ Acquire cultural and linguistic global competence
  - ▣ Develop high levels of biliteracy, biculturalism and belongingness
  - ▣ Experience equity in language status
  - ▣ Ideological clarity
  - ▣ Self-empower through critical literacy



# Contact

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